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CENTRAL INTELLIGENCE AGENCY
INFORMATION REPORT

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COUNTRY	Poland	REPORT	<input type="text"/>	25X1
SUBJECT	Personnel and Security Data on the State Automobile Factory in Jelcz	DATE DISTR.	3 February 1955	
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ARMY review completed.

25 YEAR RE-REVIEW

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COUNTRY Poland

DATE DISTR. Dec 8, 1954

SUBJECT Personnel and Security Data on the
State Automobile Factory in Jeloz

NO. OF PAGES 5

DATE OF INFORMATION

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Labor

1. The state automobile factory in Jeloz (Jeltsch) (N 51-01, E 17-19) employed about 1,200 male and 300 female Polish workers who lived in nearby towns and areas. Approximately 3,000 Polish male political and criminal convicts were also utilized as workers. They lived within an enclosure at the factory. The convicts had been sentenced to a minimum of five years in prison for having committed various crimes against the State.
2. The number of employees in Construction Department II and Vehicle Repair Department III were not known. Experimental Department I employed about 359 employees of which approximately 145 were convicts.¹

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25 YEAR RE-REVIEW

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3. Apprentices were not employed; however, inexperienced workers were given employment and learned their jobs while working.
4. Of the 1,500 employees, about 300 were trained automotive engineers who had completed university schooling. [redacted] a state law was in effect which compelled university graduate engineers, who had just completed their education, to accept positions in factories designated by the State. These engineers were compelled to remain with these factories from two to three years before they could resign and seek employment nearer their homes and families. An unknown number of the factory's engineers submitted their resignations after completing their compulsory period of work but the resignations were rejected because of the lack of engineers from the nearby towns. The factory and military officials showed concern over this situation and were contemplating such measures as inducting the engineers into military service in order to keep them. 25X1
5. Approximately 600 employees were skilled workers, such as, lathe operators, machine operators, tinsmiths, painters, carpenters, maintenance workers, and electricians. The remaining 600 employees were classified as administrative workers, draftsmen, foremen, inspectors, and janitors.
6. Approximately 90% of the factory's employees were trained after World War II and generally lacked the experience and training of workers who had learned their trades before World War II. The remaining 10% were considered experienced workers.
7. Convicts were utilized as skilled help and laborers in the production of vehicles because of the shortage of regular workers. [redacted] 25X1
[redacted] they were occupationally screened and selected for labor at the factory. [redacted] during May 1954, of the 145 convicts utilized by Experimental Department I, approximately 30% had completed university training as engineers; 15 to 20% were skilled craftsmen, and about 50% were skilled and experienced workers. [redacted] 25X1

Work Shifts

8. Experimental Department I employed one daily eight-hour shift, from 0700 to 1500 hours, six days per week. Body Construction Department II employed two eight-hour shifts in most of their sections, and, occasionally, a third eight-hour shift when production lagged. Vehicle Repair Department III employed one eight-hour shift and occasionally a second eight-hour shift to increase its output. [redacted] 25X1
[redacted]

Wages

9. Administrative personnel and technical engineers were paid once a month whereas the workers received their wages on the 10th and 24th of each month. For wage purposes, the factory personnel were divided into four groups: production workers, non-production workers, technical workers, and administrative personnel.
10. The monthly wage scale averaged 1,420 zlotys per factory employee. However, based on position, qualifications, classification, and monthly production output, salaries averaged from a minimum 540 to a maximum of 3,000 zlotys per month.

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11. Non-production workers were classified into nine groups and their monthly wages, based on these groups, were as follows:
- Group 1 - 3 - Utilities and maintenance personnel, janitors, and drivers. From 540 to 630 zlotys.
 - Group 4 - 5 - Assistants to skilled workers. From 700 to 800 zlotys.
 - Group 6 - 7 - Skilled craftsmen. From 800 to 1,000 zlotys.
 - Group 8 - 9 - Master mechanics, craftsmen, and foremen in charge of groups of workers. Averaged 1,100 zlotys.
12. Wages received by production workers varied because their wages were computed on the amount of production and on the time they had been employed in production. If the production workers were not always utilized in production, but spent some time in maintenance or modifications, these work hours were computed in accordance with the pay scales used for non-production workers. Production workers normally earned from 700 to 3,000 zlotys per month.
13. Administrative personnel received a minimum wage of approximately 600 zlotys per month. Maximum wage scales were not known to source.
14. Technical engineers averaged 1,420 zlotys per month plus additional bonuses resulting from increased production. Departmental directors averaged 2,500 zlotys per month. [redacted] 25X1
15. The convicts were classified into nine groups for pay purposes, similar to the non-production workers, but [redacted] their pay scales were approximately 15% less than those of non-production workers. (Exact figures were not known [redacted] Actually the convicts were paid only about 30% of their wages; the remaining 70% was deducted for such items as food, clothing, and laundry. [redacted] 25X1
- [redacted] 25X1
- Worker Morale and Facilities
16. The workers were not particularly dissatisfied with the factory's working conditions and pay scales. They were pressed when production lagged and they were required to work at least several hours daily during the latter part of the month in order to meet or increase their monthly production.
17. The best workers were the former convicts, who were retained as civilian workers after they had served their prison sentence at the factory. They were considered [redacted] well-trained and disciplined. [redacted] 25X1
18. Departmental heads, foremen, and master workers were required to attend factory meetings about three times a week. These meetings lasted several hours and were in the nature of either political and/or factory production discussions. A general workers' meeting was held at least twice a month where topics similar to those discussed at the meetings attended by the foremen and master workers were discussed.
19. Transportation was provided free of charge to the workers residing in towns and villages distant from the factory. Whenever meetings were held, the workers were given free transportation to a central point from which they had to pay for transportation to their homes.

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20. A workers' hotel which housed about 300 workers was located near Jelcz approximately one kilometer from the factory. [redacted] the hotel facilities were extremely poor, food was bad, and that the rooms were poorly heated. Hotel rates were [redacted] considered reasonable by the workers. 25X1

21. The factory had a medical and dental dispensary and probably provided free medical and dental care to the workers. [redacted] 25X1

Security

22. [redacted] industrial guards, prison guards, and one company of Internal Security Corps (KBW) troops comprised the factory's security force. 25X1

[redacted] KBW troops were posted in the observation towers, which were constructed on top of the concrete walls surrounding the factory's installations. Additional KBW troops were posted at various intervals outside the walls. [redacted] each sentry was armed with a carbine while on duty. 25X1

23. Members of the nationalized Industrial Guards (Straz Przemyslowa) were posted at the entrances leading into the factory. Their primary duty appeared to be limited to the checking of workers' passes. Industrial Guard sentries wore dark gray uniforms and source believed they were armed with carbines. [redacted] 25X1
25X1

24. Prison guards wearing dark gray uniforms and armed with carbines were posted at various points inside the walls which surrounded the convicts' billets. They were also posted at installations where the convicts worked. [redacted] 25X1

25. [redacted] 25X1

[redacted] the Office of Public Security was responsible for security checks of employees, factory documents, sketches, and drawings of vehicles, as well as being responsible for sabotage, internal and external security of the entire factory, and safeguarding the approximately 3,000 convict workers. [redacted] 25X1

Military Commission #82

26. Polish Military Commission #82 was attached to the State Automobile Factory at Jelcz for the purpose of inspecting the materials and equipment being utilized in the construction and assembly of prototypes and vehicles intended for military use to see that they adhered to the military's technical requirements. In addition, this military commission accepted the finished prototypes and assembled vehicles and consigned them to various military units. 25X1

27. [redacted] Military Commission #82 was subordinate to the Motor Transport Branch of Service, which had offices on Nowy Swiat Street in Warsaw. 25X1

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28. Military Commission #82 consisted of about 15 Polish military officers, who appeared to have an engineering background but belonged to various branches of the service. The senior officer was a lieutenant but he received the pay of a colonel. [redacted] 25X1
[redacted] this position called for the rank of a colonel.) The ranks of these officers ranged from warrant officer to lieutenant.

29. [redacted] the Motor Transport Branch of Service, located on Nowy Swiat Street, Warsaw, contained a Department #13. [redacted]
[redacted]

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